

# WDCW-TV

## EEO PUBLIC FILE REPORT

**June 1, 2021 - May 31, 2022**

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive III	1, 3-8, 10-29	11
Account Executive III	1, 3-8, 10, 12-29	18
Account Executive III	1, 3-8, 10, 12-29	8
Anchor	1, 3-7, 10-29	18
Assistant Chief Engineer	1-8, 10-29	18
Assistant News Director	1, 3-7, 10-29	18
Assistant Newscast Director	1, 3-7, 10, 12-29	18
Assistant Newscast Director	1, 3-7, 10-29	18
Associate Producer	1, 3-8, 10-29	8
Associate Producer	1, 3-7, 10-29	11
Associate Producer	1-8, 10-29	18
Audio Operator	1, 3-7, 10-29	18
Broadcast / IT Engineer	1-7, 10-29	2
Chief Meteorologist	1, 3-7, 10-29	18
Creative Services Director	1, 3-8, 10-29	18
Digital Sales Specialist	1, 3-7, 10-29	11
Director of Sales	1, 3-7, 10-29	18
Executive Producer	1, 3-7, 10-29	11
Executive Producer	1, 3-8, 10-29	18
Market & Sales Research Analyst	1, 3-7, 10-29	18
Meteorologist	1, 3-7, 10, 12-29	18
News Anchor	1, 3-7, 10, 12-29	18
News Director	1, 3-7, 10-29	18
News Operation Manager	1-7, 10-29	18
News Photographer	1-8, 10-29	18

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer	1, 3-7, 10-29	11
News Producer	1, 3-7, 10-29	18
News Producer	1, 3-7, 10-29	11
News Producer	1, 3-7, 9-29	9
News Producer	1, 3-7, 10-29	18
News Producer	1, 3-7, 10-29	18
News Reporter	1, 3-7, 10-29	18
Newscast Director	1, 3-8, 10-29	11
Newscast Director	1, 3-7, 9-10, 12-29	9
Robotics Camera Operator	1, 3-8, 10-29	11
Robotics Camera Operator	1, 3-8, 10-29	11
Sports Director	1, 3-7, 10-29	18

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American University 4400 Massachusetts Ave NW Washington, District of Columbia 20016 Email : gihan@american.edu Gihan Fernando	N	0
2	CareerBuilder.com	N	5
3	Catholic University 620 Michigan Ave NE Washington, District of Columbia 20064 Email : careers@cua.edu Career Center	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida Phone : 1-215-883-3338 Email : Bille@michaelsmedia.com Michael Bille	N	0
5	Frostburg University 1101 Braddock Rd Frostburg, Maryland 21532 Email : rcordle@frostburg.edu Robbie Cordle	N	0
6	Georgetown University 1100 Mercantile Lane Suite 120 Largo, Maryland 20057 Phone : 301-618-7184 Email : jms46@georgetown.edu Beverly Carlyle	N	0
7	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Phone : (202) 806-6100 Email : cdudley@howard.edu Carol Dudley	N	0
8	Indeed.com	N	20
9	Internal Promotion	N	2
10	James Madison University 800 S. Main ST Harrisonburg, Virginia 22807 Email : morschmd@jmu.edu Mary Morsch	N	0

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11	Linked In	N	59
12	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 831-648-5204 Email : medialine@medialine.com Rich Everitt	N	0
13	Michaels Media Michaelmedia.com Internet-Site, Connecticut Phone : michaelmedia.com Email : info@michaelmedia.com Michael Media	N	0
14	Ministry Career Center 100 East Fairfax St Falls Church, Virginia Phone : 7035369068 Email : jack.dunlap@verizon.net Jack Dunlap	N	0
15	Montgomery College 51 Mannakee St Rockville, Maryland 20850 Email : Eric.Myren@montgomerycollege.edu Eric Myren	N	0
16	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland Phone : nabj.org Email : Doris.Dumas@yale.edu Doris Dumas	N	0
17	National Association of Black Journalists 1100 Knight Hall #3101 College Park, Maryland 20742 Phone : 301-405-0248 Email : membership@nabj.org Dorothy Tucker	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	60

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
19	Ohio/Illinois Centers for Broadcasting 9885 Rockside Road #160 Valley View, Ohio 44125 Email : jhardy@beonair.com Janice Hardy	N	0
20	Penn State College of Communications 219 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-2066 Email : jlm156@psu.edu Julie Miller	N	0
21	Penn State University 201 Old Main University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : interviewing@psu.edu Job Posting	N	0
22	PG County Community College 301 Largo Road Largo, Maryland 20774 Email : CareerServices@pgcc.edu Career Services	N	0
23	Salisbury University 1101 Camden Ave Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0
24	Society of Broadcast Engineers 9247 N. Meridian St. Suite 305 Indianapolis, Indiana 46260 Email : Kjones@sbe.org Scott Jones	N	0
25	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Email : etipton@towson.edu Emily Tipton	N	0
26	University of DC 4200 Connecticut Ave NW Washington, District of Columbia 20008 Email : Jared.Mossett@udc.edu Jared Mossett	N	0

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27	University of Maryland University of Maryland College Park, Maryland 20742 Email : clee91@umd.edu Caroline Lee	N	0
28	University of the District of Columbia 4200 Connecticut Avenue Washington, District of Columbia 20008 Phone : 202-274-6413 Email : ccoates@udc.edu Job Posting	N	0
29	WDCW.COM 2121 Wisconsin Ave NW Suite 350 Washington, District of Columbia 20007 Phone : 202-298-1657 Url : www.wdcw.com Email : FMeyerson@dcw50.com Foster Meyerson	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>146</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/14/2021	Sponsorship of events in the community designed to increase public awareness	Station personnel attended the Montgomery County Fair. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	3	Promotions Manager Promotions Manager Promotions Coordinator
2	8/20/2021	Sponsorship of events in the community designed to increase public awareness	Station personnel attended the Awesome Con at the Walter E. Washington Convention Center. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	3	Promotions Manager Promotions Coordinator Promotions Manager
3	10/20/2021	Participation in Job Fairs	The Station participated at the Full Sail University Virtual Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	Promotions Manager Director of Sales Local Sales Manager Local Sales Manager
4	5/4/2022	Participation in Job Fairs	The Station participated at the Best Hire Virtual Career Fair. Station personnel met with potential job applicants.	3	Promotions Manager Director of Sales Asst News Director
5	5/11/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures	4	VP/GM Director of Sales News Director Chief Engineer